Training Opportunities & Strategic Skills

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FY04 Training

- ✓ ABC/M
- ✓ E-training
- ✓ DON AMP
- ✓ Business Performance Office Training (BPOT)
- ✓ New Installation Commander's Course
- ✓ Consortium for Advanced Manufacturing (CAM-I)
- IMPACT!
- Model Standards Working Group (MSWG)
- Competitive Sourcing Working Group (CSWG)

Planned FY05 Training

- Upper Manager’s Course
- Service Acquisition
- A-76
- Change Leadership
- Target Costing
- Strategic Planning
- Balanced Scorecard
- Business Schools and Universities

POM06-11 Funding Status

- Submitted $36M
  - Communities of Interest
  - Service Acquisition
  - Business Skills Training
- Total civilian budget - $70M
- Approximately $11M requested annually
- Approved funds announced Jun
- Funds will be received late Jun – early Jul (M&RA)

Training Matrix

- Knowledge and competency requirements for nine strategic business skills
  - Target Cost Management
  - Extended Enterprise Management
  - Asset Management
  - Capacity Management
  - Activity Based Management/Process Management
  - Integrated Performance Management
  - Activity Based Costing
  - Project Management
  - Strategic Planning

Training Matrix

- Based on different positions in BPO
  - Business Manager
  - Program/Management Analyst
  - Modeler
  - Competitive Sourcing Coordinator
- Incorporates offerings from:
  - Management associations and business organizations
  - Government-focused organizations such as Defense Acquisition University (DAU), USDA, etc.
  - Consulting firms
  - Software companies
- Includes courses, distance learning, self-study, seminars and other events

Training Matrix

Skill	Relevant Training or Event	Business Manager	Analyst	Modeler	CA Coordinator
ABC/M	Activity Based Budgeting, Costing, and Management	X	X	X	
Activity Based Costing	Activity Based Costing: Multiple Uses of Activity Analysis	X	X	X	
Activity Based Costing	Activity Based Costing for Strategic Decision Making	X	X	X	
Capacity Management	Lean Management: An Overview of Basic Principles and Procedures	X	X		
Extended Enterprise	Cross-Functional Communications: Strategies for Workplace Effectiveness	X	X		X
Extended Enterprise	Managing Effective Supply Chains	X	X		X
Performance Management	Corporate Performance Management: Optimizing Results Across the Organization	X			
Performance Management	AICPA Fall Business & Industry Conference	X	X		
Process Management	Process Analysis & Improvement		X	X	
Project Management	Habits of an Effective Project Manager	X	X		X
Project Management	Project Management Certificate Program	X			X
Strategic Planning	Business Plans: Correlating Business Functions and Measuring Success	X			
Target Costing	Lean Management: Providing Customer Value Through Target Costing	X	X		X
Target Costing	Target Cost Management	X	X		
General	Creative Problem Solving	X	X	X	X

Detail

- Detail page contains
  - Relevant skill set(s)
  - Course or event name
  - Host organization
  - Date
  - Location
  - Cost
  - Course length
  - Credit hours
  - Instructor name(s)
  - Special notes (membership discounts, group rates, registration dates, etc.)
  - Website

What are your critical training needs?

COA – Next 30 Days

- Follow-up with intermediate commands and direct-reporting commands
  - What are your critical training needs/shortfalls
  - What critical training should be funded by HQMC (LR)
  - What are BPO’s not doing that they should be doing because of training shortfalls
  - How should training dollars be managed/disbursed
  - What soft skills are needed
  - Thoughts on partnering with other DoD agencies

Other concerns?

Questions/Discussion